replacement and they have become a big problem for economic operation in the State. Because in the successive three plans nothing was provided for Road Transport Corporation and with the steep rise in the cost of chassis, body-building, etc., it is just difficult for the Corporation to replace these vehicles. These 1,000 vehicles which are on the road for nearly 25 years have become really a burden to the Corporation.

[*Mr. Deputy Speaker in the Chair*]

(*iii*) *re. Lock-out at K.R. Mills, Mysore and plight of the Workers*

10-00 A.M.

SRI M. S. KRISHNA.—Sir I call the attention of the Minister for labour and Excise to the plight of Workers of K. R. Mils Mysore due to the lock out declared by the management.

SRI S M. YAHAVA (Minister for Excise and Labor) —The management of the Sri Krishnarajendra Mills Limited, Mysore, employs nearly 2,700 workers and the following Unions are functioning in that establishment :—

(1) Sri K. R. Mills Workers Union, Mysore.
(2) Sri K. R. Mills Labour Association, Mysore.
(3) Sri K. R. Mills Staff Association, Mysore.
(4) Sri K. R. Mills Staff Union, Mysore
(5) Sri K. R. Mills Employee's Union.

The management of the Sri K. R. Mills Ltd., Mysore, declared a lockout from the mid-night of 12th and 13th of February 1975.

The lock-out declared on 22nd November 1974 was lifted on 11th December 1974 in compliance with the Government Order No. SWL 1107 (2(LLD 74 dated 10th December 1974 and the Mills resumed working. The attendance of workers on the days immediately following the lifting of the lock-out was poor. The improvement in attendance was slow. Apart from this, the workers suddenly went on strike on 19th December 1974, demanding and utilising a holiday for that day on account of Subbarayana Sashti, even though this festival holiday no longer continued in the list of festival holidays. One day's production was lost in this manner. Regarding dearness allowance and Bonus for 1973-74, the various Unions of the workers were in Correspondence on the one side and the Commissioner of Labour was giving his attention to the matter. But the workers went on exhibiting their restlessness and indiscipline. There was a public meeting of workers on 8th January 1975 in front of the Mills. From he following day (9th January 1975) the workers resorted to the go-low tactics in all the three shifts and the production and efficiency

were seriously slackened. They reduced the production by more than 40% from the usual and expected levels. Daily figures were notified to the workers on the Notice Boards and letters were written to the several Unions of the workers as also to the Government. But none of these measures produced any improvement in production and efficiency. Day after day the production slackened and deteriorated and the management was confronted with a serious problem. The Company also suffered huge losses. Discussions were held on 16th January 1975 with the representatives of various unions which were attended by Sri K. Puttaswamy, Sri D. Devaraj Urs, Sri K. Kenge Gowda, Superintendent of Police and others.. As a result of the discussions it was agreed that a cash advance of Rs. 200 be paid on 22nd January 1975 to each of the workers borne on the muster rolls of the Mills. An agreement was reached and signed on the same day (16th January 1975). The agreement contained also terms regarding the manner of recovering this advance and the obligation of the workers to work well and give the production and efficiency at the usal levels and also to maximise the same. It was also agreed that they should maintain discipline and industrial peace. Even in spite of the fact that this advance was paid on 22nd January 1975 the production is reported to have continued at the same low levels.

At this time, two disputes-1 (1) regarding payment of D. A, and (2) regarding payment of Bonus for the year 1973-74 were taken up for conciliation by the department. The additional Labour Commissioner tried in conciliation the demand for bonus and the dispute regarding D. A. was before the Deputy Labour Commissioner, Bangalore Region, Bangalore. The conciliation proceedings were held on 6th and 21st February 1975 in respect of those two cases. Regarding Bonus the parties were advised to have direct negotiations for a compromise. As regards D. A. it was found that the entire issue of wages and D. A. for workers in textile industry was before the Tripartite Committee for Textile industry. Hence it was considered desirable to await the decision of that committee. However, the parties were advised to have direct talks so as to evolve a comprimise formula, if possible.

It was reported by the management that after the conciliation meetings, the situation did not improve and indiscipline prevailed to such an extent that the workers were shouting slogans, etc., daily. Every day in one or the other departments there was trouble. Since 4 or 5 days before the lockout, the workers of the Waste and Bundling and a Baling departments started demanding that the waste should be cleared by regular workers instead of contract workers. On 13th morning they suddenly adopted pressurising tactics to force upon the management their demands. In the Waste Department Blow-room, Bundling and Baling, the workers resorted to lightning strike, warning notices were put up on the Notice Board and the workers

were advised to stop the strike but that produced no effect. The workers continued the strike. As the situation was very serious and was out of control the management declared a lock-out from the midnight of Thursday the 13th February, 1975 for an indefinite period.

Sri K. R. Mills Employees Union, Mysore, in its letter dated 17th February 1975 has denied that there was any go-slow or indiscipline. On the other hand they accused the management of unnecessary provocation. The Sri K. R. Mills Labour Association has in its letter No. 122/74-75 dated 14th February 1975 stated as follows:

"A communication is received from the General Manager, Sri K. R Mills Ltd, Mysore on 14th February 1975 enclosing a copy of the lock-out notice which was put up on the Notice Board of the Mills. The management has pointed out the situation of the Mills in detail from 22nd November 1974 the date of lifting the lock-out. The reasons for lock-out now as is pointed out in the notice is only putting out of the blame on the workmen. If there be any indiscipline on the part of the workmen as the management has pointed out they could have taken action as per the Standing Order as and when the mistake has been noticed by the management."

The immediate cause of the trouble according to Sri K. R. Mills Employees Union seems to be the trouble in the Waste Department when one machine went out of order and the management put a regular worker on job to clear the Waste. But next day a contract worker was posted which was objected to by the workers who wanted a regular worker to attend to this work. Since the management did not agree to this, the workers got restive. The management later clarified that the usual practice in the mill was to post a contract worker in such circumstances. But in view of the emergency a regular worker was posted and the usual system of getting this work done by a contract worker was restored the next day.

A strike or lockout during the pendency of conciliation proceedings does not become illegal.

A joint meeting of the parties is fixed in the chambers of Minister for Labour and Excise on 3rd March 1975, to explore all possibilities of a settlement.

SRI M. S. KRISHNAN —There are quite a number of statements in this matter which are highly controversial. It seems that you have fixed the meeting on 3rd March 1975. You have also stated that employees stated like this and the employers stated like that, etc. I don't want to enter into the details. But, the most important thing is that you have got the report from your Department. Here, you have stated that lock out was declared on 12th midnight. Is it not a

fact that on 12th morning itself workers were working and even at the time when the lock out was lifted work was going in the factory and are you not aware that work was going on in the factory and all the Trade Union leaders were also working in the factory and if so what made the management to declare the lock-out?

SRI S.M. YAHYA.—The fact was that the management declared lock out, According to the management, the causes may be different and according to the Union Leaders, it may be different. Therefore, we can go into all the details of the matter in the next meeting fixed on 3rd March 1975.

SRI K. PUTTASWAMY.—Would the Hon'ble Minister tell us whether he has any figures relating to the production in the Mill? The allegation is that there was go slow tactics and consequent reduction in the Mill. May I ask him whether he has any figures to substantiate it or is it only a report?

SRI S. M. YAHYA.—In the statement it is stated that the production was affected by more than 40 per cent from the usual and expected level. Our officer had gone there and he has found the reduction. Exact statistics with regard to that we will find out.

SRI M.S. KRISHNAN —It has been stated here that they reduced the production more than 40 per cent. At the same time are you not aware that reduction of production is not only due to workers, it may also be due to bad management techniques, power cut and lack of raw materials etc., So, how is that you have blamed only the workers?

SRI S. M. YAHYA.—Sudden fall in the production may not be directly due to mismanagement. There may be other contributory factors also So, sudden reduction in production may be due to some other factors.

Fall in price of copra and its effect on Tiptur merchants

ಶ್ರೀ ಟಿ. ಎಂ. ಮಂಜುನಾಥ್ (ತಿಪಟೂರು).—ರೂಲ್ ೩೧೭ರ ಪ್ರಕಾರ ಒಂದು ನೋಟೀಸ್ ಕಳುಹಿಸಿದ್ದೆ. ಇದು ಬಹಳ ಪ್ರಾಮುಖ್ಯವಾದ ವಿಷಯ. ವರ್ತಮಾನ ಪತ್ರಿಕೆಗಳಲ್ಲಿ ಕೊಬ್ಬರಿ ಧಾರಣೆ ಇಳಿದು ಹೋಗಿದೆ ಎನ್ನುವ ಅಂಶ ವ್ಯಕ್ತಪಟ್ಟಿದೆ. ಒಂದು ತಿಂಗಳಿಂದ ತಿಪಟೂರು ಮಾರ್ಕೆಟ್ ಬಂದಾಗಿದೆ. ಕೊಬ್ಬರಿ ವ್ಯವಹಾರ ನಿಂತುಹೋಗಿದೆ. ಇದರಿಂದ ರೈತರಿಗೆ ಬಹಳ ತೊಂದರೆಗಳು ಉಂಟಾಗಿವೆ. ಇದರ ಬಗ್ಗೆ ಸರ್ಕಾರ ಏನು ಹೇಳಿಕೆ ಕೊಡುತ್ತದೆ? ನಾಲ್ಕು ದಿವಸವಾಯಿತು, ಹತ್ತು ತಾಲ್ಲೂಕು ಜನತೆಗೆ ಆಗತಕ್ಕ ತೊಂದರೆಗೆ ಸರ್ಕಾರದ ಇಷ್ಟೊಂದು ನಿಧಾನದ ಧೋರಣೆಯೇ ಕಾರಣವಾಗಿದೆ. ಫೈನಾನ್ಸ್ ಮಿನಿಸ್ಟರು ಇದ್ದಾರೆ, ಉಪನಾಯಕರು ಇದ್ದಾರೆ, ಯಾವಾಗ ಇನ್‌ಫರ್‌ಮೇಷನ್ ತರಿಸಿ ಹೇಳುತ್ತೀರಿ? ಇದಕ್ಕೆ ಸಂಬಂಧಪಟ್ಟವರು ಪರಿಹಾರ ಹುಡುಕುವ ಪ್ರಯತ್ನ ಮಾಡಬೇಡವೇ?

MR. DEPUTY SPEAKER.—Efforts are being made to get that information. We will see what best can be done in the matter. Immediate steps are taken to collect the matter.

SRI H.M. CHANNABASAPPA.—Let it come through the Speaker. We will see.